

## Next Issue: On Call... to ACTION!

We wanted to write a piece for this issue about how much we hate being on call, but we were overwhelmed with anxiety from, uh, being on call. However, there's so much to say on this topic that we're dedicating the next issue to it!

Submit your stories about being on call:

- What can't you do when you are on call?
- What would other industries look like if their workers were required to be on call?
- How has being on call disrupted your personal life?
- How has your workplace normalized on call culture?
- How do people push back against invasive on call culture?

Other content about the invasive 24/7 aspects of tech work would fit too.

Stories are ideally ~1000 words. Creative features and artwork are welcome.

**Deadline: August 1st, 2019**

WRITE US!

[bugreportzine@protonmail.com](mailto:bugreportzine@protonmail.com)

Stalk us on Instagram:

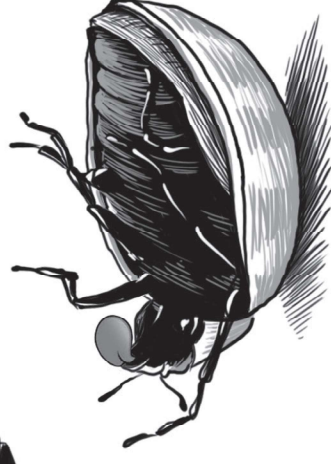
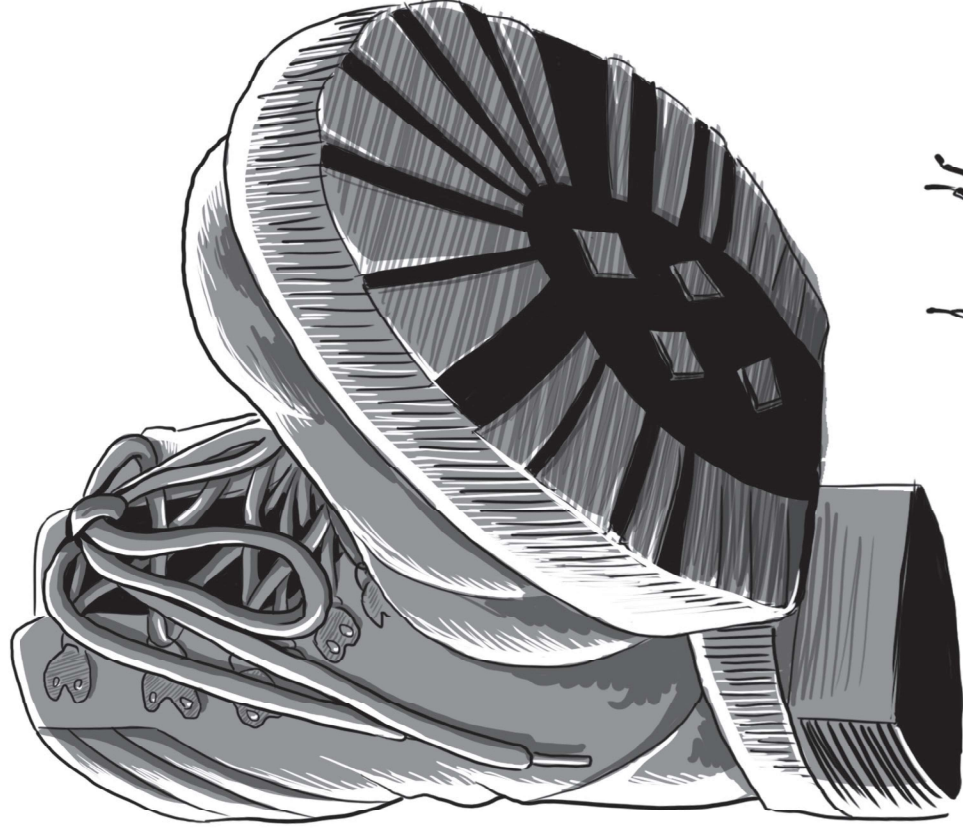
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Check out our fancy website:

<https://bugreportzine.noblogs.org>

# BUG REPORT!

## ISSUE 02



## Bug Report! is a zine about our experiences as tech workers in a deeply broken industry.

★ ★ ★

As we were putting together this issue, Amazon announced it was canceling its plans for HQ2 in NYC. It was a victory for the **Scamazon Coalition** of local residents, community groups, students, unions, and grassroots organizers who had protested the HQ2 deal for months. They objected to the incentives and exemptions that let Amazon get away with not contributing any taxes that could fund schools, housing, and transit, while Jeff Bezos is the richest person in the world. The company also admitted that it wouldn't remain neutral in response to unionization efforts.

We were inspired to hear **tech workers** were part of this struggle too. In December, fulfillment center workers called attention to unsafe conditions and being “treated like animals” at Amazon warehouses. Many showed up to a January city hearing to protest the terms of the HQ2 deal. Over 600 tech workers signed a petition, “No Work for Amazon New York,” pledging not to work for Amazon if they opened HQ2 in Queens.

Since then, Governor Andrew Cuomo has revealed himself as the **bootlicker** he is. He's made private calls to Amazon execs suggesting he could bypass the opposition and pledging to fast-track state approval for HQ2. He's accused opponents of being “anti-business,” when in fact, what they wanted was a deal that didn't throw New Yorkers under the bus.

**No one likes a bootlicker.** Sadly, like roaches, they're everywhere: they're the politicians, executives, and “thought leaders” who serve the interests of money and power. As with other bugs in the system, we'll do our part to report them, but the fix will be up to us all...

April 2019



**Tech Workers Coalition** @techworkersco · Mar 21

👁️ 3 🔄 135 🍷 490

They will say our day is over, they will say our time is through  
They will say you need no union if your collar isn't blue  
But that's just another pack of lies the boss is telling you  
For the union makes us strong!

👁️ 3 🔄 135 🍷 490



**Game Workers Unite** @GameWorkers · Mar 18

We're very excited to announce the launch of our new zine, just in time for GDC! Read it online, or print out and share with your friends and coworkers: [#GDC19 #GWUatGDC \[1/8\]](http://zines.gwumtl.com)



**Game Workers Unite Zine - GDC 2019**  
Read the latest Zine from Game Workers Unite!  
[zines.gwumtl.com](http://zines.gwumtl.com)

👁️ 1 🔄 89 🍷 170



**Workers For Workers** @workers4workers · Mar 20

New post [#ContractWorkerStories](#) out on [#workersforworkers](#) today! Read about Camila and their struggle with being overworked and underpaid at [@facebook](#):



**Camila: Overworked And Underpaid**

This story comes from Camila, a contingent worker at Facebook. Their name and a few details have been changed to protect their privacy. Hi! I'm Camila, I joine...  
[workersforworkers.org](http://workersforworkers.org)

👁️ 2 🔄 12 🍷 26

# MAD🤖LIBS: OFFER LETTER

Dear \_\_\_\_\_  
PERSON IN ROOM

We are \_\_\_\_\_ ADJECTIVE \_\_\_\_\_ to offer you a full time Engineering job at  
NOUN, ENTERED INTO NAMELIX.COM  
(the "Company"). You will report to \_\_\_\_\_ WHITE MAN OVER 35. You will contribute to  
our mission to change how the world \_\_\_\_\_ VERB ENDING IN -S, while making our  
founders and VCs rich as \_\_\_\_\_ NOUN. You will have a lasting impact on the  
lives of \_\_\_\_\_ NUMBER \_\_\_\_\_ people.

By signing this letter, you agree to the following:

- We own everything you do, even when you \_\_\_\_\_ VERB \_\_\_\_\_
- Everything is under NDA, especially regarding \_\_\_\_\_ PLURAL NOUN
- Forced arbitration.
- If you are sexually harrassed by \_\_\_\_\_ SOMEONE PAID MORE THAN YOU \_\_\_\_\_ or any other  
employee, we might fire them, or we might \_\_\_\_\_ TRANSITIVE VERB \_\_\_\_\_ them instead.

Compensation and employee benefits:

- Your salary will be 4x that of our highest paid contractor
- A signing bonus of \_\_\_\_\_ NUMBER \_\_\_\_\_ and \_\_\_\_\_ PLURAL NOUN
- Unlimited \_\_\_\_\_ FOOD ITEM \_\_\_\_\_ SUBSTANCE ASSOCIATED WITH TOXIC MASCULINITY \_\_\_\_\_ rooms
- Mothers rooms, nap rooms, crying rooms, \_\_\_\_\_ VERB ENDING IN -ING \_\_\_\_\_ employees
- At least one bathroom per \_\_\_\_\_ NUMBER \_\_\_\_\_
- \_\_\_\_\_ FRIENDLY GESTURE \_\_\_\_\_ from HR in lieu of parental leave

If you're a man, feel free to call and ask for more \_\_\_\_\_ NOUN FROM SIGNING BONUS'.

Everyone else, just sign below.

We're excited to adjust you to our culture,

\_\_\_\_\_  
COMPANY NAME FROM ABOVE

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# Innovate and Break Things: A Real Startup Story

*Does this integrate with social media platforms? Most of our leads come through Facebook and we'd like to grow our platform on Instagram.*

I stare absently at the email for a good three or four minutes. A few random key taps make it look like I'm hard at work. The question wasn't difficult; in fact it came every day. That's the thing though. Flymanage's website proclaims prominently on the front page that it integrates with just about every social media platform. That's the point of it actually. I think.

*Certainly!* I answer with all too much enthusiasm. *Flymanage connects to Facebook, Twitter, Instagram, Snapchat, Reddit, Tumblr! If you have any other questions I would be more than happy to answer them!*

That was a lie. In fact it was two. The last thing in the world I wanted was to answer more obvious questions. On that front, though, I was comforted by the fact that at least I was getting paid.



**flymanage.wtf**  
 integrate everything

To be honest, only Facebook integration really works. Most of the time. I haven't actually used it, so I can't say for sure, but based on the volume of customer complaints we receive to the sales email the platform is pretty broken. I brought this up with Zhang, the CTO, once. He just told me to forward technical issues to him. Bryce, the CEO and other employee, overheard and just said "sometimes you've got to build fast to build big." I had no clue what he meant.

I finished up several other sales emails. Mostly the same nature. I then shifted gears over to the website. I was supposed to be building a new feature into the web store. We were going to be releasing a Premium edition. Something about more contacts and hits. Twice the monthly price.

**MAD**  **LIBS**

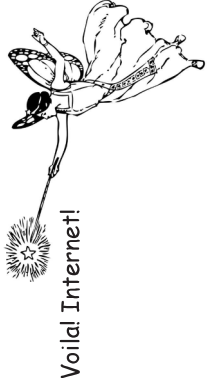
0. Person in the room: \_\_\_\_\_
1. Adjective: \_\_\_\_\_
2. Noun: \_\_\_\_\_
- Now go to [namelix.com](http://namelix.com) & enter that noun: \_\_\_\_\_
3. White man over 35: \_\_\_\_\_
4. Verb (ending in -s): \_\_\_\_\_
5. Noun: \_\_\_\_\_
6. Number: \_\_\_\_\_
7. Verb: \_\_\_\_\_
8. Plural noun: \_\_\_\_\_
9. Someone paid more than you: \_\_\_\_\_
10. Transitive verb: \_\_\_\_\_
11. Number: \_\_\_\_\_
12. Plural noun: \_\_\_\_\_
13. Food item: \_\_\_\_\_
14. Substance associated with toxic masculinity: \_\_\_\_\_
15. Verb (ending in -ing): \_\_\_\_\_
16. Number: \_\_\_\_\_
17. Friendly gesture: \_\_\_\_\_
- (18. Noun from #12): \_\_\_\_\_
- (19. Namelix'd noun from #2): \_\_\_\_\_



# There's No Such Thing as Magic

Every place I've worked, some ridiculous manager takes visitors around to the tech teams, gestures grandly at the cubicles and whiteboards, and declares,

“... *and this is where the magic happens!*”



Um, no.

Features aren't built by waving a wand. Bugs aren't fixed by casting a spell. Machines aren't deployed at the snap of a finger. All of these things are the result of people expending time and energy to do careful, meticulous work.

“Magic” sounds like a compliment, but what they're really saying is, “I don't have to care about what actually goes into making projects happen. I can just expect the impossible.” Meanwhile, we're the ones stuck working crazy hours.

Next time someone calls what you do magic, smile and say:

**“Only little kids believe in magic.  
Here, it's just hard work.”**

I took a moment to compose myself before opening The File. That thing was going to haunt me for the rest of my life, I knew it. I'd taken the job right after starting college since they wanted a fresh face they could underpay to do the work they didn't want to do. When Bryce heard I was taking an introductory web programming course his eyes glowed. “It'll be a personal pivot!” he proclaimed as he tasked me with maintaining the entire e-commerce platform.

All I really knew about web development was that this file was a monstrosity. Your entire back-end code wasn't supposed to be a single 10,000 line script with no comments. I think they had hired an overworked and underpaid remote Indian contractor to build it. Held together by scotch tape would have been a compliment. Somehow I'm supposed to make changes to it without breaking everything. About a month in I don't think I've made any progress. Yesterday I spent four hours figuring out how an order gets sent to the credit card processor using three separate functions scattered throughout.

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## Your entire back-end code wasn't supposed to be a single 10,000 line script with no comments.

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I spend the rest of the day doing much of the same. Create a fake order on the website's development mirror. Add a line in some other random place to see if it adds something helpful to the log telling me the order things run in. Run. Rinse. Repeat.

A bit before I'm due to leave, Bryce strolls over to my desk, tucked in the back of our section in the coworking space. “Hey, do you have any experience writing web ads? I'd love to increase your deliverables.”

I'm silent. It can't be too hard can it? Maybe it will get me out of this for a bit. I nod. Something to work on tomorrow.

Half an hour later I'm on the bus home. An older woman sits next to me and strikes up a conversation, something that never happens in this city. She seems friendly though, and it's a nice release from being plugged into the computer all day.

Inevitably, she asks what I do for work. I freeze up. To be honest I don't really know. I think about what Bryce would say if I asked for a job description. Channeling him, I can think of only one word. “I innovate.”

# Queer Dissonance: Reflections on Lesbians Who Tech

*Carmen (not her real name) came back from the Lesbians Who Tech 2019 conference this year with lots of interesting stories. We recorded ourselves chatting about it. – Spruce Lee.*

**The tagline on the Lesbians Who Tech website is “Queer, Inclusive, Badass.” Their stated goals are visibility, recruitment of lesbians and women into tech, and connecting tech workers to organizations doing LGBTQ community work. Let’s start with what it was like the first time you attended that conference in 2018.**

I was resistant to going for a long time. They’re very attached to the “Lesbians Who Tech” brand but have been trying to be more inclusive. It’s a conference for queer women and allies in tech, but I think there’s erasure of queer women who are not lesbians in their framing. It’s also pretty expensive. I ended up going because I was able to get work to pay part of the cost.

This San Francisco conference, their flagship event, is in the Castro. It’s not at a conference center. The logistics were terribly organized. Also, I believe Lesbians Who Tech is a for-profit corporation [Note: it’s a trademark of Start Somewhere, LLC]. That didn’t really surprise me, knowing that the regular ticket price is now \$550 and yet it’s not even in real venues. Last year, I was not able to get into all the talks because the Castro theater doesn’t seat anywhere near all the people who have tickets. They also have breakouts in smaller venues which are basically bars around the neighborhood. So it’s also not inclusive to people who are under 21.

They sell more tickets than they have space to accommodate. It’s got this social good branding, but on the other hand, it’s making a living for the people who run it. The moment that got me started thinking about this in the 2018 conference was when I went to this talk by a military veteran. She started out talking about her experiences being deployed and being pinned down in the dark and wondering if you’re going to die, if you’re going to be hit by a missile strike. And then she transitioned into talking about how Patriot missiles are saving us all, and that’s why you should come work at Raytheon, where they develop those things. And this is in the main Castro theater with the conference slogan on the marquee and I’m thinking, “uh

“It’s quite easy to explain,” said Disruptor. K. wheeled around, not expecting another person in her room, but recognized Disruptor immediately, despite never having seen him before. Disruptor was the ruthless supernatural lord of the tech job world. Despite his terrific power, he enjoyed doling out (mostly unsolicited) advice to all those he came across.

“You are wondering why your application wasn’t successful, mortal,” he said. “The job application process is supremely efficient. Indeed, so efficient that one can scarcely imagine it. Through a series of tubes, every application is carried along to the very best opening for it. Likewise, every opening travels to find the very best applicant, all managed by the great Invisible Hand Of Tech.”

“But my application...” began K. Disruptor loudly interjected: “Let us not worry about your insignificant application! The point is that the system is supremely efficient. Who are you to question this vast, sophisticated, perfect machine?”

“But I’m a perfect fit for this job description - shouldn’t I at least get an interview?”

“The System has ruled, and it knows best,” said Disruptor. He began to vanish, parting with the final words: “Get a job, hippie!”

# The Process

by Franz K.

K. hit “submit”, waited for the acknowledgement, and then did a long stretch. It was 1:40 am and she had been working on this for a ridiculously long while: the job application website that wouldn’t work until she had re-enabled third-party cookies and disabled her adblocker, the jumble of third-party recruiting-software web integrations, the times she got booted out of the pipe and had to start anew with a new login, the password spec requiring a minimum of two special characters (but not “?” or “/”; those were forbidden), the garbage produced by the automatic parsing of her resume, the following page that had completely forgotten all her information and demanded she retype it, the multiple image captchas that assured some faraway robot that it wasn’t dealing with another robot, and finally the 404 that made her lose all her progress and have to start up again in a different browser... but finally all that was past now.

Her resume was in and she had an email confirmation to prove it!

As she cracked her knuckles over her head, basking in a bit of tiny temporary accomplishment, she reflected on the past four months - the countless times she had submitted her resume, the black hole her applications seemed to always fall into, the recruiters who were raving fans one day and forever forgot her thereafter, the form-letter rejection responses - but finally this time she had landed it - a job description that so closely matched her background and skills that it seemed to have been written just for her - a perfect match!

And before she had even finished cracking her knuckles, another email appeared in her inbox. She read it without taking a breath: for the position she had just applied to five minutes ago! And it was a ... rejection.

How, so quickly, in the middle of the night? It made no sense. And it stung more than usual, even after all these months of getting injured to rejection. She had been so sure this was a good fit, and yet she apparently couldn’t even get through the very first screening level.

okay, I learned about how Patriot missiles are queer, inclusive, and badass?!” It was just such a cognitive dissonance.

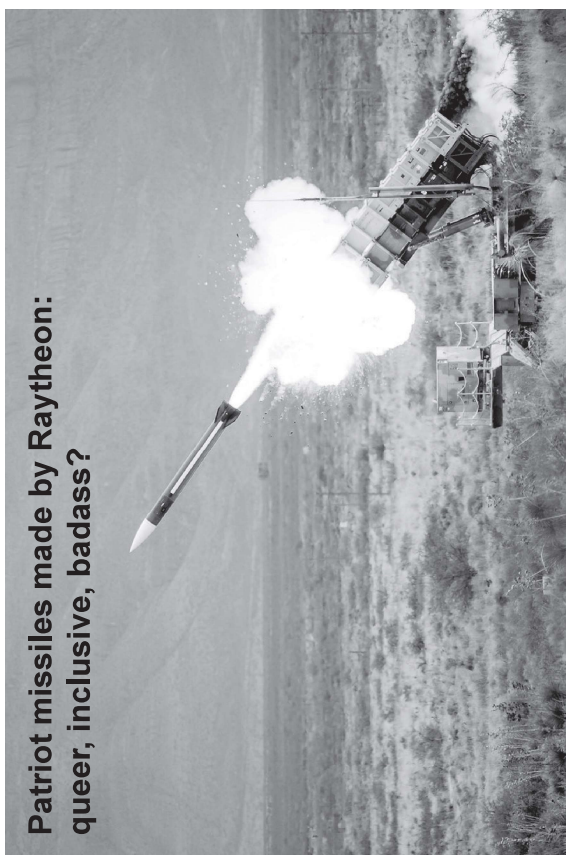
It was an example of how there’s this very radical framing, but how radical can you be when you’re there trying to make your employer look good and that’s what your task is? I think of the commodification of identity and having to package and sell yourself as the “diverse worker” to be able to get your job, and the price is you have to turn around and talk about how great your employer is.

**Do you think other people who attended that year had a similar reaction?**

I feel like a lot of people accept what it is at face value or look at it as a place to socialize. There is really good representation there, because they have quotas for their speakers. So there were more Black women there than I’ve seen total in any tech spaces otherwise, and a lot of diversity in the speaker lineup.

I felt this big tension realizing that diversity and inclusion in tech is its own whole industry. It’s this for-profit company and then there’s all these non-profits that are also doing stuff there, where they’re employing people and it’s their jobs, and then all the diversity and inclusion HR people

**Patriot missiles made by Raytheon: queer, inclusive, badass?**





typically within companies that are doing this. The part I find discouraging is, can we really say we don't want companies doing it? What's the alternative?

### Because NOT doing it is definitely worse, right?

How can we even envision an actual equitable workplace, where it's not just controlled by corporate branding and HR? That first year, they had the head of branding for Uber being interviewed on stage. It was a Black woman at the time and she said something about how "we look at all of our employees as family" and someone in the audience shouted out, "does that include drivers?" That was great, but then there was this debate on the conference app about whether that was okay because of her identity. And that brought up for me how marginalized people are used as shields. Some company hires a Black woman to be their brand director because then other people who are marginalized don't feel like they can criticize; they don't want to challenge her. So then how do you challenge the company?

### Something I've noticed is a shift from the language of diversity to equity. I wonder how meaningful that shift is?

At my workplace it's still often talked about more as inclusion. Diversity is just who's there and inclusion is, as they told me at work, being able to bring your whole self into the workplace and feel included. That's an interesting way to think about it, because when you bring your whole self into the workplace, the workplace can also extend into your whole self. But sometimes some aspects of marginalized identity that are not socially appropriate can also provide a space that's separate from work in a positive way that naturally resists that assimilation.

Once you bring that into work, that identity can be packaged up and sold back to you. In Seattle, your position in the Pride parade depends on how much money you donate. For example, Uber is always in the first 10 floats because they're a top level sponsor. They donate a lot of money, but does that mean anything about what it's like for LGBTQ employees at Uber or any other kind of equity there?

The theme of Pride this year is the 50th anniversary of Stonewall. I'm thinking about Uber and other companies out there commemorating when people threw rocks at cops! It's been so co-opted and branded that you can

## Follow Me on LickedIn



### Brad Smith

President and CLO at Microsoft Corporation  
Greater Seattle Area

### Experience

#### Weaponizing Technology

Publicly defunded Microsoft's \$479 million contract with the U.S. Army. Employees working on HoloLens make lethal weapons now.

#### Turning a Blind Eye to Separating Children from their Families

Side-stepped demands from employees to cancel \$19.4 million contract providing cloud-computing services to Immigration and Customs Enforcement (ICE).

#### Cashing in on Human Rights Abuses

Collaboration on AI and facial recognition with National University of Defense Technology in China to aid government surveillance, incarceration, and "re-education" of Chinese Muslim populations.

### Skills & Endorsements

Licking Boots · 12863

Ignoring Staff Demands · 4987

Counting Money · 8876

Being Satya's Yes Man · 4859

Oinking · 8875

Good Taste in Sweaters · 3

War Profiteering · 5001

Humanity · 0



There's a survivorship bias, when people talk about women in tech. Men in management ask me "what should I be doing to hire more women?" I can only speak for me, and I've been pretty successful in a male-dominated workplace and I'm comfortable there. They really should be asking other people who've quit! There's also extra challenges for people who are multiply marginalized, people who might be misgendered in the interview.

There's just a lot of weird stuff about being a woman in tech that I don't even think about much anymore because it's just the way that it is. I used to go to more meetups and tech talks and I would always make a point of wearing nerdy t-shirts and not dressing too feminine, because I wanted people to know that I was there for the talk, and not, you know, the receptionist!

### **That's awful.**

You know the Zuckerberg thing of like, I'm going to wear a hoodie to this important meeting because I'm so important that you just have to deal with it? Like dressing down is a status symbol? That also applies to femininity: it's a status symbol in the tech world as a woman to be less feminine. The most feminine woman I've interacted with at my current job was an executive assistant who I saw wearing thigh high stiletto boots at work once. I have never seen an engineer dressed like that.

### **Are you going to go next year?**

I don't know. Maybe if I can come up with how I could use that space to make something interesting. The evening events are shitty. So putting on alternative events outside the main programming, maybe? A social or an evening event related to both the topic of the conference and worker power in the tech industry? Maybe that's what I'd rather do next year, just go there but don't even go to the conference.

### **You could organize your own counter-conference!**

Yeah, just meet up with coworkers outside and at "counter events" that are free and open to everyone. I'd like to see people do that for lots of conferences, not just Lesbians Who Tech.

even talk about Stonewall in a corporate friendly way. It's shocking. Equity is still in that phase where it can be interesting but it's starting to get talked about more by the corporate side of things. They don't want to let anything be driven by workers, right? It's always, "if you have problems, you should go talk to HR." LGBTQ employees groups are really ways of the company trying to take any worker agitation and turn it into something they can control.

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## **Lady capitalism is still capitalism.**

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Companies are trying to stop people from doing things like what happened at Google 2 or 3 years ago: someone started a spreadsheet where people were sharing their salaries and demographic information. The most basic form of equity is figuring out if there's pay equity. And that's a big question people from marginalized groups have, even if you're not underrepresented. I wonder if my coworkers who are on work visas are getting paid as much. They're way more dependent on having that job than I am. Three-quarters of my teammates and my manager and his manager are Chinese, so it's not a lack of representation, but there can still be discrimination and a lack of power.

### **The 6th Annual Summit for Lesbians Who Tech 2019 just took place, Feb 28th to Mar 2nd. How did that compare to last year's?**

I didn't try to go to as many talks. I was doing other stuff, being there more in a work capacity. But there were still so many interesting experiences. One talk was about AI and data ethics. There was a quick mention of "of course we need to put people over profits." You know, of course, but where is anyone holding you to that?

There was a great talk by someone involved in the Google walkout. Immediately after them was a manager from Google, talking about running good teams. She got up there and started with "oh yeah I supported the walkout and I just want you to know it's not just non-managers; managers supported it too." [Laughs] Like, you couldn't even talk about something that brought up the potential conflict between workers and management without trying to calm that down and saying, "oh you know, managers are on your side too, we cared about this too." Lady capitalism is still capitalism.

My favorite talk was about resisting the use of data as a colonial tool of surveillance. The speaker was someone who hadn't spoken before; they were a non-binary Black person and I liked how anti-corporate it was. I ended up running into the speaker in the bathroom afterwards. I complimented them on how much I liked their talk and I mentioned how people at big tech companies have been fighting how their employers are using technology for surveillance. Like, this was a gross bar bathroom, it was so gross I decided not to use the bathroom and that's when I started talking to them because it was so disgusting and it didn't have a door—and right outside in the hallway, someone interjected, "oh yeah this is a super important conversation and I want to put you on the main stage at the New York conference." This was the CEO of Lesbians Who Tech who happened to be having her picture taken against the wall outside the bathroom! The conference seemed so opposed to this speaker's message, but that the CEO was out there saying I want to give you an even bigger audience, and really leaning into that seemed like such a tension to me. I didn't really know what to think of that.

**Gay Shame, which has been around a long time and does what I would call radical queer agitation, made a post on Facebook: *Lesbians Who Tech + Allies is not only sponsored by every horrid corporation, its [sp] also openly sponsored by the CIA (yes, the same CIA that has tried to overthrow every revolution in the global south) If you are speaking or attending this ish, you are co-signing this.... Do you think that's fair?***

Yeah, I'm really glad to see that critique. I'd rather see that than the "queers hate techies" stickers. In some ways, we're gentrifying ourselves too, right? As certain subgroups get more opportunity to assimilate into the mainstream, like when I talk to gay men in tech in Seattle, they don't exactly feel very marginalized. They have a lot of money.

What should we be doing to defend our communities? Is it enough to be trying to get tech to be more demographically equitable? Does that actually end exploitation? No. Getting a few more people into the positions of wealth and power or into management certainly don't help, even if they're doing a little bit of advocacy for people like them. They got there, within the system as it is, and they profited by it. I do question how much I profit from that.

main antagonist, other than the ghosts, trying to shut down these entrepreneurs trying to run their business, after there's the whole scene at the beginning where one of them who works at a university is sexually harassing his student.

The 80s created this fake narrative about feminized authority figures shutting down all the fun of these brilliant rebellious male geniuses. And you can still see that today in the pushback against diversity. When we give this over to HR and company executives, when it comes from them and not from the demands of workers, it actually cedes the moral high ground to these guys. Because they get to be the rebels against the evil empire that's putting in affirmative action and not meritocracy.

**So how was Lesbians Who Tech in terms of fulfilling your work responsibilities?**

This year, I went more with the purpose of trying to recruit there. That's always really demoralizing. I don't want to go back again with that as my goal. The disparity between who you meet at these conferences focused on marginalized identities and who your boss wants to hire is so big. My managers have usually not understood how narrow it is, what we're looking for. And that's not about someone's skills so much as it's this prototype of what we think we need. It's this big gap at the beginning of the pipeline. If you don't take people who aren't mid-level, you're cutting off people, especially people who started their first job and didn't like it. And that's an extra reason that women, who are more likely to face sexual harassment, leave the industry. Nobody wants you when you're 1 year out of school, right? They want you when you've got 5 years of experience but what if your boss is terrible and you've worked there for 1 year and you're not going to make it 5 years?

**And that's stuff that can't come through in resumes and interviews. There's no way to actually tell that story.**

People wonder, why am I not seeing the resumes of more diverse candidates? It's like, are you sure that the hiring bar isn't just a fence that keeps certain people out? It's not "lowering the bar" if you're reconsidering whether how you're ranking people actually relates at all to how well they're going to do their job.

workplace because there's still obvious gaps where employers are not living up to what they're supposed to. For other people, it's subtle discrimination or pay inequity. But for trans people, they find there's only one single stall all-gender restroom at work and it's on the first floor. Or there's not a trans-inclusive health care plan. There's changes that companies need to make that actually cost them money, whereas it doesn't cost any money to say you're an inclusive workplace.

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**In the early 80s, 34% of CS graduates were women and a lot of programmers were women. What also happened in the 80s was the beginning of the construction of geek masculinity, and there's a direct line from there to James Damore.**

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**I wonder how much diversity and inclusion are being driven by the high demand for tech labor.**

As more women enter an industry, the pay goes down on average. So I don't understand why they haven't been successful getting more women into tech! They'd have a larger pool of workers. They could pay people less! (And they do pay us less. I've found out I was getting paid less than my male coworkers; I've gotten hired at a level lower than I should have.) Maybe the answer is that people's ingrained sexism is too powerful for that financial need to overcome. Or maybe it's that the system of patriarchy is overall more beneficial to capitalism.

There's tons of ways you'd think inclusion should be profitable, so why hasn't the needle moved? It's been the same percentage of women in the tech industry for quite a while. And then they say, "oh we're finally going to try to get some women into this traditionally masculine industry" as if it wasn't a systematic exclusion. In the early 80s, 34% of CS graduates were women [<https://tinyurl.com/WomenCSMajors>] and a lot of programmers were women. What also happened in the 80s was the beginning of the construction of geek masculinity, and there's a direct line from there to James Damore [who wrote the infamous Google anti-diversity memo]. The 80s were when this narrative arose about political correctness and diversity as some authoritarian feminist plot and these brave rebels who were against it. I mean, who's the villain in Ghostbusters? It's an EPA official. He's the



As more queer people find themselves working in tech, the binary falls apart...

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**Let's go back to the "queers hate techies" thing. Gay Shame definitely perpetuates the idea that these are non-overlapping groups. There's no understanding that there's an awful lot of queer-identified people who work in tech.**

There's something I see when I participate in LGBTQ events in my workplace. People who aren't men usually talk about how they don't really feel like they're included. And the other people who don't feel like they're included are Asian men who are immigrants, who don't fit into gay male Western culture. People who are immigrants or working in the U.S. temporarily may not be out to their families back home or anybody back home, and not necessarily out in the workplace either. And it's just a really isolating experience. The homonormativity of the club scene in Seattle is really not a safe place for these guys.

I'm not really sure who the queers are who hate techies. I know a lot of trans women who work in tech, and that may be because as children, they were encouraged more to be in tech, when people thought they were boys. Trans folks and trans women have been the most militant and radical in the

Continued on p.14



# Robots Against Climate Change

Science Fair for VCs or whatever

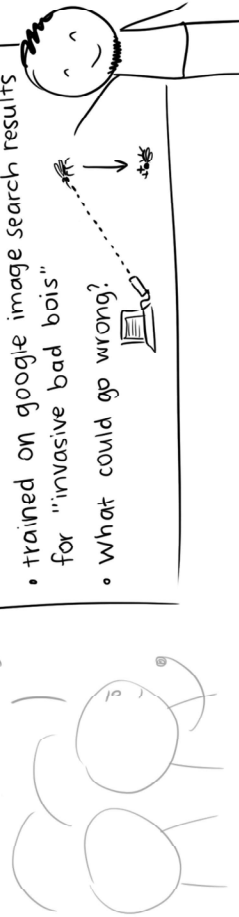


This one goes out to all the techies planning to "save the world" from climate change with purely technical, capitalist solutions! Here are some ideas of ~\*untapped markets\*~ to ~\*disrupt\*~ climate change!

## Invasive Species Repellent

- uses AI to identify invasive species
- murders invasive species using a Specialized laser
- trained on google image search results for "invasive bad bois"
- What could go wrong?

Ooh boy you know I'll find anything with lasers



## Save the Polar Bears!

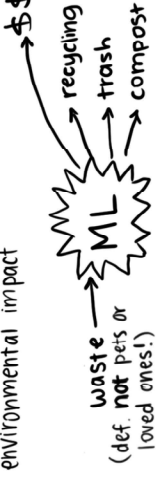
- Detects when a polar bear is too heavy for a dwindling iceberg
- swoops it up
- puts it on a bigger iceberg
- Future work: what to do with polar bears when no iceberg is large enough?

Pointy bears? Smaller



## Reimagining Recycling

- Robot sorts waste (recycling, trash, and compost)
- Infrequently classifies pets & other loved ones as waste
- Should sell as a consumer good; rich people pay good money to feel better about their individual environmental impact

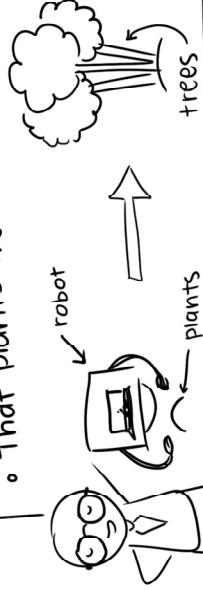


Please take my money

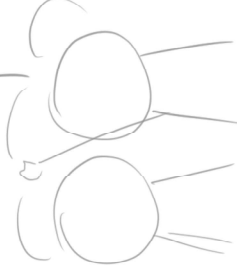


## ROBOT THAT PLANTS TREES

- Robot
- That plants trees



Wait what does the robot do again?



## Clean Green Blackmailin' Machine

- Robots taking action so you don't have to
- Threatens people in power until they actually make meaningful contributions to climate issues
- Kinda like the terminator but for politicians and the human consequences
- Except (spoilers) the robot wins
- And can't time travel (future work)

Actually, that is just divisive. You're supposed to bribe, not threaten. You catch more flies with honey than blackmail, you know. Let me tell you about how...

